

DB=PGPB,USPT,USOC,EPAB,JPAB,DWPI,TDBD; THES=DTIC; PLUR=YES; OP=OR

L17 114 and skill\$

L16 113 and 705/\$.ccls.

L15 113 and 114

L14 (compar\$3 or match\$ or evaluat\$ or balanc\$3 or measur\$ or judg\$3) near5
(employee\$ or employer\$ or worker\$) adj record\$

L13 19 and L12

(workforce or employer\$ or employee\$ or worker\$) near5 (surplus or
L12 excess\$2 or extra or leftover or additional or superfluous or "not adj needed"
or spare\$)

L11 (workforce or employer\$ or employee\$ or worker\$) near5 (surplus or excess
or extra or leftover or additional or superfluous or "not adj needed" or spare\$)

L10 L9 and downsi\$

L9 17 and 18

(workforce or employer\$ or employee\$ or worker\$) near5 (excess or extra or
leftover or additional or superfluous or "not adj needed" or spare\$)

L7 15 and 16

L6 L5 and skill\$1

(reduce or reducing or reduction) near5 (workforce or employer\$ or
employee\$ or worker\$)

L4 L3 and (skill? or competen\$)

L3 11 and L2

(worker\$ or agent\$1 or employer\$) near5 (reduc\$ or remov\$3 or fire\$1 firing
L2 or layoff\$ or lay adj off\$ or separate or separation or terminate\$1 or
termination)

(employee\$ or worker\$ or agent\$1 or employer\$) near5 (evaluat\$ or remov\$3
L1 or fire\$1 firing or layoff\$ or lay adj off\$ or separate or separation or
terminate\$1 or termination)

Reviewed
17 L17 TITLES,
94 L16 ABSTRACT
0 L15 AND KWIC
31 L14
132 L13

3486 L12

3486 L11

12 L10

132 L9

3446 L8

1166 L7

1166 L6

9617 L5

6891 L4

283585 L3

369021 L2

295732 L1

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Workforce Reductions and Termination Benefits in Governments: The Case of Advance Notice.

Y Ting - Public Personnel Management, 1996 - questia.com

... For example, in the federal government, present practice of **workforce** reductions is ... in 1991 the House passed a bill, the "Federal **Employee Reduction-in-Force** ...

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Cultural Influences on Employee Termination Decisions - group of 3 »

M SEGALLA, G JACOBS-BELSCHAK, C MULLER - European Management Journal, 2001 - studies.hec.fr

... situation underlying the **Employee Reduction** Decision Scenario ... scenarios, including the **workforce** reduction scenario ... included making **work force** adjustments after ...

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Zhiwei Zhu, Kathy Hsu, ... - group of 3 »

Z Zhu, K Hsu - Management Decision, 2001 - emeraldinsight.com

... of outsourcing plan, as well as the potential political consequences of **employee reduction**. ... changes and this could result in a very dissatisfied **workforce**. ...

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Article Type: Viewpoint

HM Beheshti, AL Bures - Industrial Management & Data Systems, 2000 - emeraldinsight.com

... and more manual processes become automated, the size of the **workforce** recedes ... layers

of management and be able to effectively use **employee reduction** to increase ...

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RESEARCH NOTE The Impact of Downsizing on Corporate Reputation - group of 3 »

SC Zylglidopoulos - British Journal of Management, 2005 - Blackwell Synergy

... and Innes, 2004), it is sufficient to say that a firm engaging in a significant **workforce** reduction is downsizing. But is an **employee reduction** resulting from ...

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DS Connell - EMPLOYEE RELATIONS LAW JOURNAL, 2001 - secure.littler.com

... With an eye toward "retention of the best **workforce**," Hercules identified the ... In order to effectuate its 1992 **employee-reduction** goal, McDonnell Douglas ...

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Successful Downsizing: The Case of the Boeing Reemployment Program.

CB Mueller, C Van Deusen, JS Hornsby - Journal of Leadership Studies, 1998 - questia.com

... of reduction in management was 33% which approximates the total **employee reduction** of 32.2 ... This ratio was consistent with Boeing's total **workforce** composition. ...

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Early Retirement Programs and Firm Performance

WND III, DL Worrell, JB Fox - The Academy of Management Journal, 1996 - JSTOR
... less positively if all previous **employee-reduction** plans were ... small enough that a
workforce reduction could ... Determinants of **work force** reduction strategies in ...
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Benefits of Qualitative Simulation for Managing Fluctuating Staffing Needs - group of 3 »

TT Nichols - 2001 - [osti.gov](#)
... A baseline annual attrition of 5% of the **workforce** was added to the ... target value
due to contribution of natural attrition to the **employee reduction**; and 2) the ...
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RESEARCH NOTES AND COMMENTARIES MARKET REACTIONS TO ANNOUNCEMENTS OF CORPORATE DOWNSIZING ACTIONS ...

RD NIXON, MA HITT, H LEE, EUI JEONG - [doi.wiley.com](#)
... and systematic reduction of an organ- ization's **workforce** (DeWitt, 1993 ... Reallocation
describes the distri- bution of the **employee reduction** among the firm's ...
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DJ Devine, DCH Foundation - 1992 - heritage.org

... Given the structure of the federal **work force**, you can hardly achieve part of your ...

A majority of the early success of the Reagan **employee reduction** policy was ...

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P TRENDS - research.stlouisfed.org

... methods, it seems more plausible that the **workforce** reduction resulted ... Whatever the cause, IT acceleration preceded the **employee reduction** by about five years ...

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[A Multilevel Appraisal and Conceptualization of Company Downsizing - group of 2 »](#)

L Godkin, S Valentine, J St Pierre - Employee Responsibilities and Rights Journal, 2002 - Springer

... and recommendations regarding the successful implementation of **employee reduction** programs will ... and the need to retrain the remaining **workforce**" (Mirvis, 1997 ...

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MC Nirmala, KB Akhilesh - Journal of Organizational Change Management, 2006 - emeraldinsight.com

... after downsizing the **work force** or the ... by organizations to rightsize: **workforce**

reduction is ... work reduction rather than **employee reduction**; systemic strategies ...

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S ROYCHOWDHURY - The Journal of Development Studies, 2003 - Taylor & Francis

... This failure had caused the need for **employee reduction**. In ... Page 12. to disseminate the logic of rationalisation to the **workforce**. The ...

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H Hasegawa - Anniversary Symposium for the Centre of Japanese Studies, 2003 - fek.su.se

... after all to improve profitability, reorganisation is accompanied by large-scale rationalisation, including **workforce** reduction. We ...

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M Farrell - Personnel Review, 2004 - emeraldinsight.com

... and Tushman and Romanelli (1985) argue that a **workforce** reduction strategy ... Such **employee**

reduction may be a function of redundancies, lay-offs, outplacement and ...
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The effect of future redeployment on organizational trust

N Ferres, J Connell, A Travaglione - Strategic Change, 2005 - doi.wiley.com
... **Workforce** reduction, re-engineering and rede- ployment have become prominent features of most organizational landscapes in recent years. ...
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Restructuring of Indian Railways

S Morris, R Jain, A Dinakar, D Chakraborty, P ... - 3inetwork.org
... come under increasing pressure due to the bloated **workforce** that it carries.
Budgetary ... Besides having a bloated **workforce** the productivity ...
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AN OUTLINE OF STATUS OF OCCUPATIONAL HEALTH AND SAFETY IN MOZAMBIQUE - group of 2 »

CV Muianga - saioh.org
... Among many reasons associated with **employee reduction**, such as privati- zation, introduction of technology, reduction of prof- its or loss of markets, poor ...
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N Labib, SH Appelbaum - Development, 1994 - emeraldinsight.com

... They found that: the way in which downsizing occurred was more important in accounting for effectiveness than the size of the **work force** reduction or the cost ...

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CB CLOTT - Business and Society Review, 2004 - Blackwell Synergy

... **reduction** or increased hiring internally. Legal employee and labor contract negotiations are minimized or negated entirely through use of a global **workforce**. ...

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N Labib, SH Appelbaum - Journal of Management Development, 1994 - emeraldinsight.com

... than the size of the **work force** reduction or ... and the need for reducing the **workforce** has been ... completed, all alternative methods for **employee reduction** must be ...

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MS Haque - Public Administration Review, 2001 - Blackwell Synergy

... According to some recent studies, the retrenchment of **workforce** in the public ... This policy of **employee reduction** has also been adopted in developing countries ...

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EG LOVE, N NOHRIA - doi.wiley.com

... 2003). Downsizings focused only on **workforce** reduction may also be more susceptible to implementation problems (Cameron, 1994). ...

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... determined and approved and the need for reducing the **workforce** has been ... activities have been completed, all alternative methods for **employee reduction** must be ...

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